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MEMORANDUM FOR: Deputy Director (Intelligence)

THRU : Acting Deputy Director (Support)

SUBJECT : Mental Hygiene Program

1. The Medical Staff, through its services to operating offices and individual employees, has become aware of requirements for a Mental Hygiene Program designed to approach, in a prophylactic way, the emotional problems of employees.

2. The matter was discussed with the Deputy Director (Intelligence) and his Senior Staff and the consensus was that it deserved further exploration. There followed individual discussions with the Deputy Director (Intelligence), the Assistant Director for Current Intelligence, the Assistant Director for Scientific Intelligence, the Assistant Director for Research and Reports and some of their staffs. It was determined that a prerequisite for such a program is the clearer identification of problem areas in terms of the verifiable individual and group experiences of employees.

3. To this end, the Medical Staff here recommends the establishment of an initial investigative program utilizing group discussion techniques. The program provides for the formation of three (3) groups. Each group will draw about ten (10) personnel divided among three (3) participating offices: Office of Current Intelligence, Office of Scientific Intelligence, and Office of Research and Reports. A given group would consist of, and address itself to, the particular experiences of one of the following categories of personnel: (a) the analyst, (b) the supervisor, and (c) the support personnel. Personnel will be selected so as to be representative and free from emotional biases. Participation in the groups would be voluntary. Group proceedings would be confidential. They would meet once per week for one and a half (1½) hours, during working hours, for an optimum period of as much as one (1) year. With the guidance of psychiatrist leaders, the groups will operate in accordance with methods of group discussion and interpretation and will arrive at a formulation of the fundamental generic experiences of participants in relation to their work environment.

4. It is expected that through such a program we may be able to (a) identify more clearly what is often referred to as the "stresses" of the security environment, (b) understand the adjustive mechanisms of

employees, both healthy and unhealthy, and (c) recommend action and design therapeutic programs to minimize stress and to promote the emotional health of employees.

5. The objectives and operating procedures of this program have been discussed with the Assistant Directors of the participating offices and have their endorsement.

SIGNED

JOHN R. TISTJEN M.D.

JOHN R. TISTJEN, M.D.
Chief, Medical Staff

cc: Acting Deputy Director (Support) ✓